

City of Menasha
2015 Summary of Benefits for Non-Represented Employees

Health Insurance:	WCA Group Health Trust Plan - \$1,500/\$3,000 deductible – Current employee premium contribution is \$0
Dental Insurance:	Self-insured / Delta Dental is third-party administrator – Coverage 80/20 to maximum benefit of \$1,500 per year per insured – Current employee premium contribution is 10% of premium
Life Insurance:	Minnesota Life Insurance through WRS - Term life insurance - City pays 1X your annual wage, Employee can purchase up to 4X annual wage plus spouse/dependent covers - Premium based on annual wage/age – Available after 6 months of eligible employment unless previous insured through WRS
Vision Insurance:	Superior Vision Insurance Plan of WI, Inc. - Materials Only / Covers frames, lenses, contact lenses – Current employee premium contribution is 10% of premium
Holidays:	8 paid holidays per year
Floating Holidays:	5 paid floating holidays annually after six months of employment
Vacation:	1 week of paid vacation after 6 months, 1 additional week of paid vacation after 1 year, 2 weeks of paid vacation annually thereafter, increasing with certain years of employment
Sick Leave:	1 day of paid sick leave per month worked during first year of employment; 15 days of paid sick leave annually thereafter
Retirement:	Wisconsin Retirement System - Employee pays 6.8%, Employer match 6.8%
Section 125 Plan:	Enables employee to use pre-tax dollars (Federal, State withholding, FICA tax) for payment of monthly health/dental insurance premium contributions, medical expenses, and child care expenses as allowed by law
Deferred Compensation:	Nationwide - Voluntary employee program – Employee can contribute up to 25% of gross annual wages up to a maximum of \$18,000 per year (2015 Rate)
EAP Program:	Employee Assistance available through Affinity Medical Group

****Note – Benefits listed as currently approved / Benefits are subject to change**